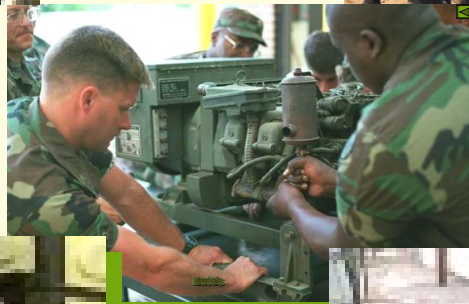
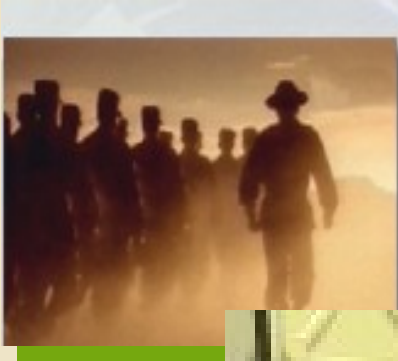
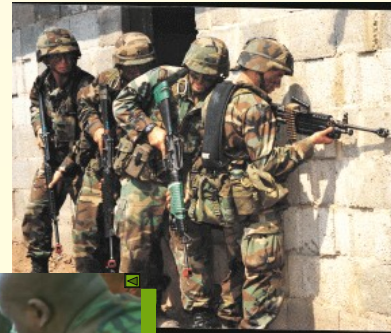


Objective Force Soldier

Reserve Component

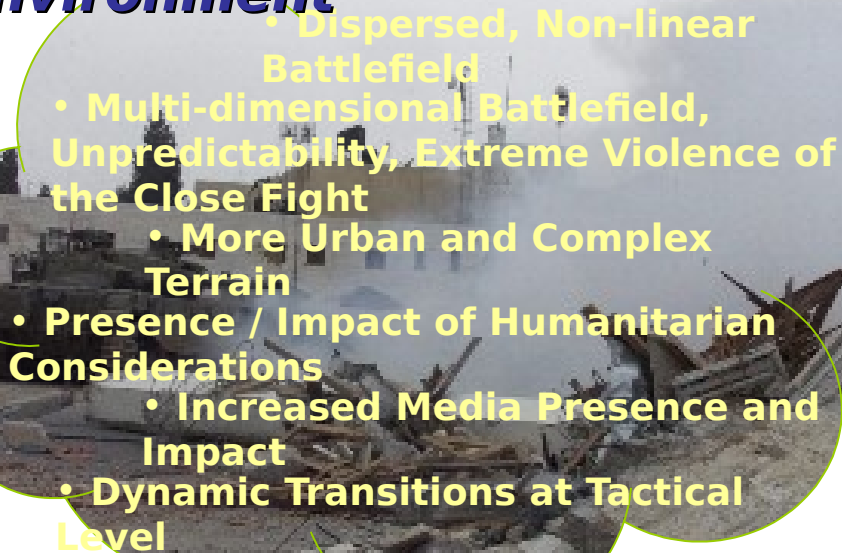
General Officer Conference




Soldiers....the Centerpiece of our Formations

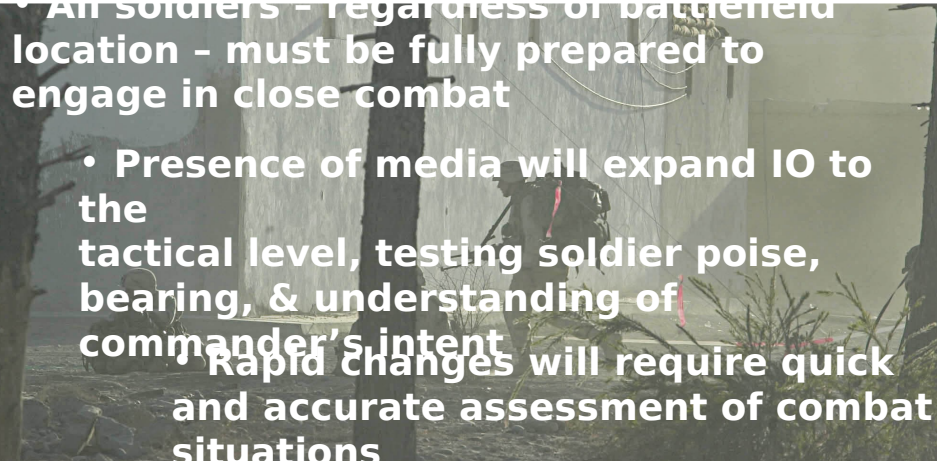
The Operational Environment And The OF Soldier Which

The Future Environment

- 
- Dispersed, Non-linear Battlefield
 - Multi-dimensional Battlefield, Unpredictability, Extreme Violence of the Close Fight
 - More Urban and Complex Terrain
 - Presence / Impact of Humanitarian Considerations
 - Increased Media Presence and Impact
 - Dynamic Transitions at Tactical Level

- 
- Constant, high intensity, close combat
 - No rear areas - no sanctuary
 - Information Operations effects down to the tactical level
 - Constantly changing ROE and tactics
 - Combatant and non-combatant roles blurred.
 - Extreme stress, soldier / leader fatigue

Requires Consideration of these Factors

- 
- All soldiers - regardless of battlefield location - must be fully prepared to engage in close combat
 - Presence of media will expand IO to the tactical level, testing soldier poise, bearing, & understanding of commander's intent
 - Rapid changes will require quick and accurate assessment of combat situations



Increased physical & psychological stress over longer time frame

- Dispersed distances will challenge discipline, motivation, and confidence in self and team
- Rapid individual judgment and decision-making function at lower levels

Implications for Soldiers

“By far the most important design requirement will be the development of adaptable soldiers,

A Different Operational Environment Requires

new ways to think & operate

Design education and training to . . .

- Develop a universal soldier identity as **warriors** with a common baseline of values, discipline, and warfighting expertise
- Develop mental agility and versatility to master rapid transitions
- Develop confidence resolving ambiguity and dominating any situation
- Develop and foster a universal, **warrior** culture based on disciplined initiative, teamwork and mutual respect & appreciation



Different!

the Past.”

~~FROM TODAY~~

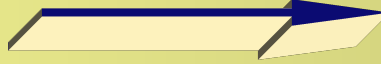
- **Structured learner**
- **Wants to succeed**
- **Narrow commitment**
- **Leader dependent**
- **Orders dependent**
- **Reactive**
- **Structured deployability**
- **Externally motivated**
- **Follower-oriented**
- **Undeveloped judgment**
- **Limited tech exposure**
- **Task-Focused**

SUSTAIN

Embraces Army Values



Rapid Learner



Desire for Team Membership



High Motivation



Rapidly Evolves to New Tech



TO THE FUTURE

- 
- Adaptive learner
 - Refuses to accept defeat
 - Broad commitment
 - Self-reliant
 - Disciplined initiative
 - Proactive
 - Deployable mindset
 - Self-motivated
 - Leader potential
 - Sound judgment
 - Comfortable with new technology

***...Every Soldier Imbued with
Army Values and the Warrior***

The Objective Force Soldier Model

"BE"

"KNOW"

"DO"

Values

Characteristics

Actions

A Soldier of Character and Competence Imbued with the Warrior Spirit, Persuasive in Peace, Invincible in War!

Loyalty
Duty
Respect
Selfless Service
Honor
Integrity
Personal Courage

Warrior Ethos
Self disciplined
Active Team Member
Proactive
Physically & Mentally tough
Self-Motivated
Confident
Leader Potential
Disciplined initiative

Dominates situations
Deployable mindset
Self Reliant
Adaptive Learner
Decisive
Sound Judgment
Versatile
Expert in Warfighting and in the use of Emerging Technology

Operating
-See first
-Understand first
-Act first
-Finish Decisively
Interacting
- Listen
- Speak
- Network
Improving
-Learn
-Grow
-Achieve

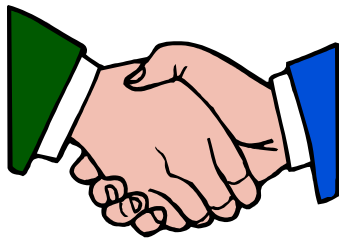
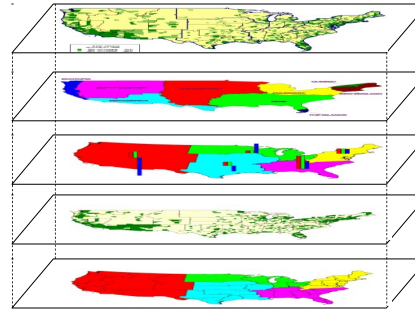
The Objective Force Soldier - Centerpiece of Our Warrior Culture

Transforming The Accessions Process - Accessing

FIRST HANDSHAKE

UNDERSTAND THE MARKET

Situational awareness
Objective Force market dynamics

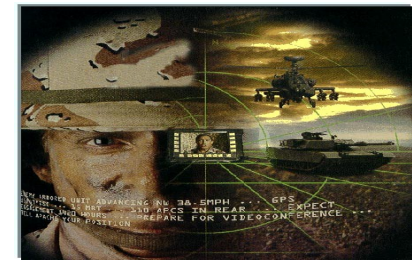


STRATEGIC OUTREACH

Leverage communications technology
National campaign strategy
Warrior Ethos message

RECRUIT

Empower recruiters through selection and training
Web-based recruiter engagement
Physical, mental, skill-based assessment



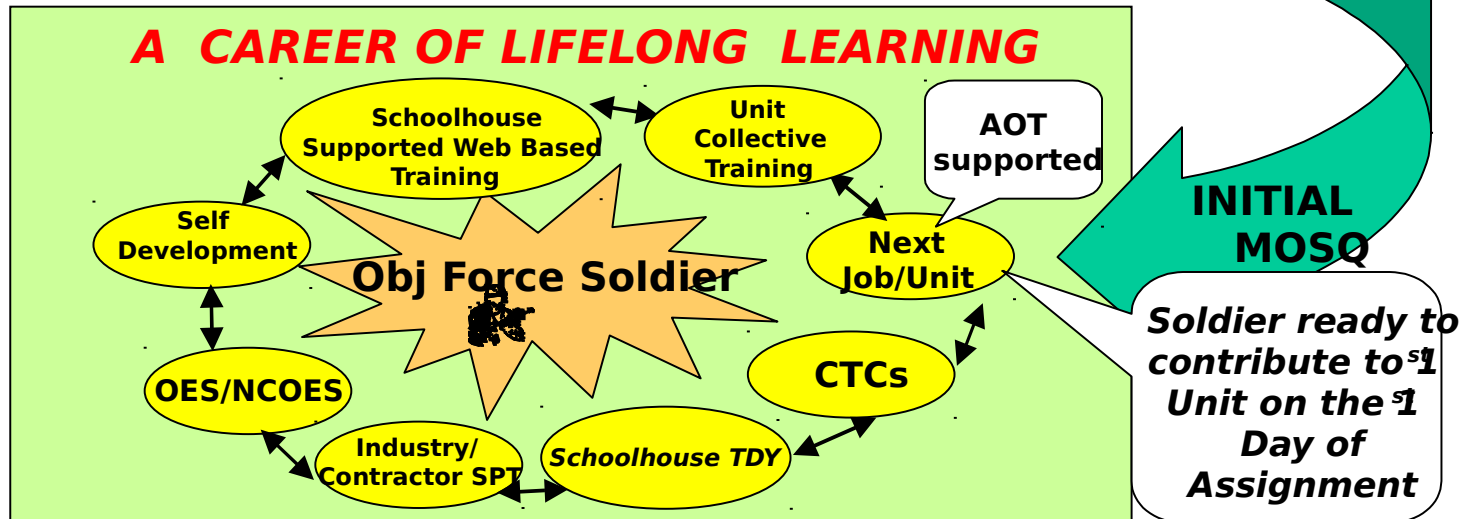
**"A seamless, integrated, standards based process that transitions
between recruiter, soldier, trainer, and first unit"**

• Market • Outreach • Recruit • Assess • Preconditioning

Transforming The Accessions Process

TO FIRST UNIT

Initial Entry Training Integrated Training Model

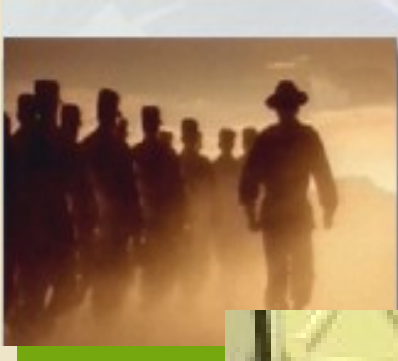
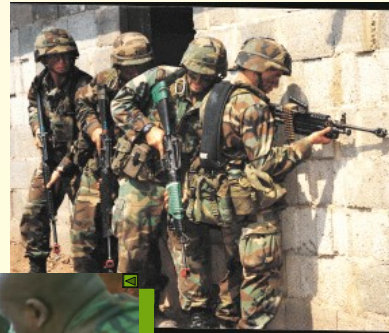


• Market • Outreach • Recruit • Assess • Preconditioning •

Objective Force Soldier

Reserve Component

General Officer Conference



Soldiers....the Centerpiece of our Formations